

University of Dundee

Highlife 'Highland's year of the Dinosaur'

Body, Brendan

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Winter Newsletter 2018

Cuairt-litir Geamhradh 2018



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Welcome Fàilte



Welcome to the Winter 2018/19 edition of the High Life Highland Newsletter.

It's been another exciting and fulfilling year for the charity. In addition to maintaining and improving our core work, there have been more additions to the charity's portfolio, including the transfer of the operation of the Music Tuition Service which means HLH now provides tuition to pupils in secondary and primary schools across the Highlands. There are plans in place already to expand the provision of this service outwith schools in 2019.

During the year I have been impressed by the ability of the High Life Highland team to adapt to ever changing circumstances and capitalise on new and exciting opportunities.

As always, there will be challenges ahead in the coming year, however this year has proven our ability to meet these head on, working together as a team to maintain the important services we deliver for individuals, families and communities across the Highlands.

And just before the end of last year, I was delighted to see one of our staff recognised nationally for their volunteering efforts. Congratulations go to Kirsty Ewen who is part of our Active Schools team and a former sports leader with High Life Highland.

Kirsty was named as the winner of the Get Inspired Unsung Hero award which was televised as part of the BBC Sports Personality of the Year 2018 Awards event in Birmingham.

Well done Kirsty!

I am sure next year will be just as exciting and am looking forward to another busy year in 2019.

Ian Murray - Chief Executive

Sports | Spòrs

Congratulations Kirsty Ewen!

BBC Sports Personality of The Year Unsung Hero 2018

Congratulations to Kirsty Ewen, employee and former HLH Sports Leader who was named as winner of the BBC Get Inspired Unsung Hero Award which was televised on BBC Sports Personality of the Year 2018.

Kirsty's journey from Sports Leader to HLH employee has not been an easy one. Kirsty first started volunteering at 15 years old when she took part in one of the first Sports Leader Awards delivered in Highland by Nairn Active Schools Co-ordinator Elizabeth McDonald.

Around the same time Kirsty began to struggle with her mental health and began self-harming which resulted in her giving up her love of competitive swimming and almost quitting her leadership involvement. Kirsty became involved in the Nairn Dreams & Teams Malawi Leadership Project which she believes, combined with Elizabeth's support "saved her life".

Kirsty is determined to inspire others through her volunteering opportunities and she certainly leads by example as this year she has scooped an incredible three awards including BBC Scotland's Sports Unsung Hero, SportScotland Volunteer of the Year and Volunteer of the Year at Highland Coaching & Volunteering Awards.

Kirsty's achievements as a Young Leader were also recognised at the event by the HLH Leadership Programme when she was awarded the newly launched Gold Hoodie, the top award in the programme.

Kirsty's journey from volunteer Sports Leader to employee with HLH began as a Sports Coach within the Active Schools team before and after University.

At 28 years old, she is now employed in the Active Schools Team as School Sports Competition Organiser and Disability Sport Officer.



Leadership Conference 2018

Over a weekend in November, 43 Young Leaders from across Highland took part in our first residential 'Choose To Lead' Conference in Nairn. Selected for their commitment to the High Life Highland Leadership Programme, the Young Leaders took part in a range of leadership activities and skills which they will be able to use in their own schools and communities.

A highlight of the weekend was the High Life Highland Annual Coaching and Volunteering Awards. Young Leaders opened the event and read the nominations for the awards. The evening featured the launch of the new Gold Hoodie award, #itsallaboutthehoodie, which went to 11 Young Leaders who had completed more than 500 hours of leadership.

During the leadership training and life skills, everyone had the opportunity to take part in many sessions such as the defibrillator and CPR training (led by Nairn Leisure staff), dodgeball leader, an introduction to the disability sports of boccia and table cricket, learning through fun to be a High Voltage Library Leader with the introduction of Technobot

equipment and new ideas for fun warm-ups at Judo Rocks sessions.



Music Tuition | Oideachadh Ciùil

Service Update

High Life Highland - Music Tuition

Since the transfer of Music Tuition from The Highland Council to HLH four new instructors have been employed providing voice, guitar, drum kit and pipe band drumming in Badenoch & Strathspey, Nairn, Inverness, Easter Ross and Skye & Lochalsh.

As well as increasing capacity for pupils, the Music Tuition Service is also branching out into new territory and are delighted to announce the launch of after school and evening classes offering music lessons to members of the public at Culloden Library from next year.

Sessional music instructors in keyboard, guitar and drum kit have been recruited and will deliver a block of classes in January. Classes can be booked from 2019 and will consist of blocks of 8 classes with the option of either 1:1 or 1:2 tuition that allows friends or family to reduce the cost per person.

Look out for more information about these classes early in 2019.



Youth Work | Obair òigridh

Join The Team

Recruiting Now!

HLH's Youth Development team are currently looking to recruit Assistant Youth Workers in various communities across the region. A variety of part-time opportunities are available and we are keen to hear from you if you are interested.

The HLH Youth Development team works alongside young people to improve their opportunities in three ways.

- Get Involved – encouraging young people to take part in local activities and events
- Get Heard – supporting young people to have a voice in decision making locally and beyond
- Get On – helping young people have their volunteering and other achievements recognised.

If you are interested in supporting young people aged 12-24 in your area we would like to hear from you.

Please contact: Nigel, Youth Work Manager on 01349 781016 or email: nigel.brettyoung@highlifehighland.com



Youth Work | Obair òigridh

YoYP2018

Year of Young People 2018 Draws to a Close

In recognition of the drawing to a close of the Year of Young People (YoYP) we have a focus on the voice, influence and equality strands of our youth work. Participation and equality & discrimination were the two themes that children and young people said they wanted to feature during 2018.

The year itself has been about publicly recognising, valuing and celebrating what it is to be young.

In January a launch event for YoYP in Highland was held at the Spectrum Centre in Inverness which was led jointly by our previous Youth Convener and Maree Todd, Minister for Childcare and Early Years.

The main aspiration for YoYP in Highland has been that children and young people have stronger and more influential voices on issues affecting their lives, exemplified by the following:

Supported by HLH's marketing team and youth services, a group of young people have developed and had full control of three social media platforms designed to bring together young people from across Highland to share stories and ideas and hopes.....



Youth Work | Obair òigridh

YoYP2018

It has also provided opportunities for senior officials and politicians to engage with young Highlanders. In November, Maree Todd tweeted and included a short video in which she said how great it was that young people had engaged and connected very positively with her and other decision makers across Highland and further afield.

Current Youth Convener, Esme Leitch and members of the Lochaber Youth Voice gave a presentation to the Council's Lochaber Area Committee in November, updating councillors on the variety of activities undertaken within the area during the Year of Young People.

Lochaber highlights included young people from Ardnamurchan attending PRIDE in Glasgow; 2 young people in Kinlochleven receiving Young Scot Volunteer of the Year Award; and Highland Youth Arts Hub Live projection at Glenfinnan Monument, which featured young people from Fort William.

Members also agreed that the Council will facilitate a consultation with Sheil Buses, community transport providers, stakeholders and young people from the Lochaber area High Schools, West Highland College UHI and youth groups to ascertain how public transport could be improved to ensure it meets the needs of young people accessing education, training, leisure and work in the area.

Members also pledged to foster better and more ways of engaging with young people in the area.



SUPPORTING

year of young people
bliadhna na h-òigridh
2018

Youth Work | Obair òigridh

Bullying Prevention

New Bullying Prevention Policy

In June 2018 Highland Council launched its new policy and guidance on positive relationships and bullying prevention. The document has been influenced and informed by the Misty Isle youth forum from Skye, who consulted widely with their peers across Highland.

On reading through the guidance it's easy to see how the voices of young people have been listened to – from the straightforward yet meaningful language to the many examples of quotes from youngsters such as:

“The young person behaving negatively should always be treated with kindness and the adults should try to understand why they have acted this way rather than punish them”

The purpose of the policy and guidance is to ensure consistent approaches across Highland and young people have definitely been major contributors to ultimately achieving this.



Youth Work | Obair òigridh

Highland Heroes Award

Highland Heroes Award - Public Servant of the Year

Janette Douglas, Youth Development Officer based in Alness won the Scottish Provincial Press Highland Heroes Public Servant of the Year award and was presented with this at a ceremony on 8 November.

Over her twenty years in her role Janette has organised many activities and projects and also helps young people gain qualifications through a number of initiatives. Janette says her award is down to the hard work of her colleagues and the children she helps "it's really about the team around me. It's a reflection of the people I work with and all of the young people as well".

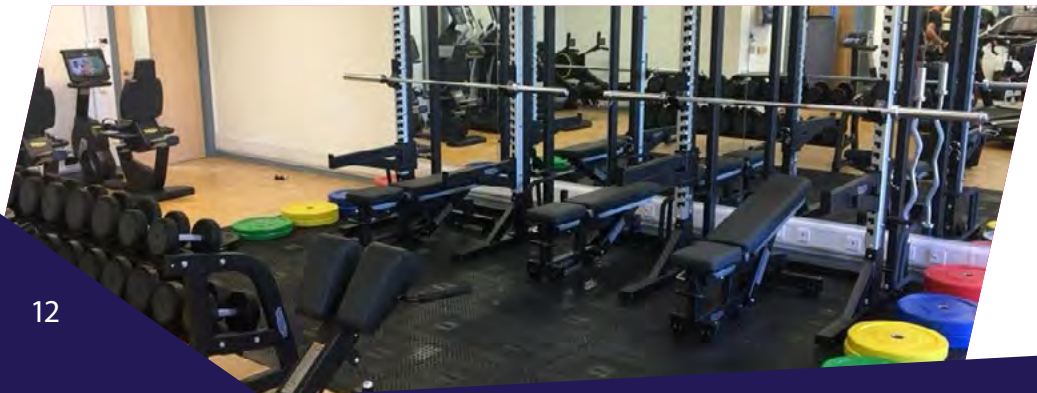


Leisure Facilities | Goireasan cur-seachad Upgraded Facilities

Aviemore and Craig Maclean Fitness Suite Refurbishment

Both Aviemore Community Centre and Craig MacLean Leisure Centre benefitted from full fitness suite refurbishments bringing the latest, state of the art Technogym Fitness Equipment to the Spey Valley.

Users of both facilities have been delighted with the new equipment are particularly enjoying the Skill Mill which allows everyday athletes to improve their power, speed, stamina, agility and enjoy the benefits of professional sports training in a safe, engaging and effective way.



Facilities | Goireasan cur-seachad

Strathpeffer Pavilion

Technology Boosts Fifteenth Pavilion Art Fair

The fifteenth Art Fair held at Strathpeffer Pavilion in November welcomed more than 1,100 visitors over the three-day event, exceeding all targets and expectations from previous years. All of the artwork on offer was also available to buy online for the first time ever.

The Strathpeffer Pavilion Art Fair is an event originally started by the Friends of Strathpeffer Pavilion – a group of volunteers from the local community set up to assist with fundraising to support the village venue. After a number of years in existence, and having raised many thousands of pounds, the group formally disbanded in 2016 with some of the former members continuing to work individually with HLH around the Art Fair.

This year's event was a great success, with a large increase on visitors on last year. Importantly for the wide range of artists taking part, sales of their work went up by almost 30% on 2017



High Life Highland would like to offer special thanks to Nick Vaughan who painted 'Tobermory Harbour' especially for the Strathpeffer Pavilion Art Fair and agreed that it could be used in all our promotional material.

The Art Fair will be back in 2019 - so look out for the dates in the new year!

Leisure Facilities | Goireasan cur-seachad

Fundraising

Highland Council Quality Awards - Community Award Winner

Nominated by the Community Council, Tom Grant received the Community Award at the Highland Council Quality Awards Ceremony on 8 November at Inverness Town House.

Tom is a full time leisure assistant at Lochbroom Leisure and as well as coaching swimming to all ages, he also, as a volunteer, runs a popular swim club teaching children to be safe, happy and confident in the water. Last year the Club won their first competition medal in a long time – giving the young competitors a real boost. Tom has also been looking beyond the pool and thanks to his enthusiasm and skills there is now a thriving network of wild swimmers in the Ullapool area.

In March the antics of Tom and his colleagues became a surprise internet hit when they “swam” through deep snow that had accumulated on the tennis courts. The stunt raised £2,800 to support the local swimming pool and the

spectators had a great time pelting the hardy swimmers with snowballs!

The community council say: “Tom doesn’t just do a great job of encouraging and inspiring the people with whom he comes into contact through his work and his volunteering, his infectious enthusiasm and energy is a positive influence on the wider community. We want him to know much we all appreciate him.”



Leisure Facilities | Goireasan cur-seachad

Membership Sales

Black Friday 2018

Friday 23rd of November saw our 2018 Black Friday Sale on Leisure Membership. The promotion allowed customers to buy their leisure membership online and offered outstanding discounted rates, especially for the first 40 customers.

The promotion offered individual and family memberships for £150 and £250 respectively to the first 20 customers purchasing each membership type. These sold out within minutes of going on sale!

For the remainder of the day memberships were available at £199 and £299 respectively. There was a high level of interest and sales with many new customers taking advantage of this great opportunity to join Highlife with sales 4 times higher than last year.



Leisure Facilities | Goireasan cur-seachad

Armed Forces Covenant

Armed Forces Covenant re-signed

On the 25th November 2018 the Chief Executive of High Life Highland Ian Murray took part in an official re-signing of the Armed Forces Covenant and the presentation to HLH of its Bronze Award for the contribution it makes to the lives of those involved in the armed forces.

The purpose of the Covenant is to try as far as possible to ensure that members of the armed forces and their families are not disadvantaged through their involvement and deployment with the forces.



Adult Learning | Ionnsachadh inbheach

Community Development

Community Allotment - Milnafua

Kirsty D'Ambrosio, the Adult Learning Coordinator for Ross & Cromarty, started the Milnafua Allotment Project back in the spring by acquiring an allotment in Alness and encouraging groups and individuals to get involved.

There are many benefits to offering gardening activities to families, including the children, as it develops informal learning around various topical issues such as food, health, literacies, numeracy and exercise.

Partnerships have been developed with key organisations and individuals who can offer practical or in-kind support for the garden such as local scaffolding companies offering old off cuts to improve planting beds.



Adult Learning | Ionnsachadh inbheach

Cross Service Working

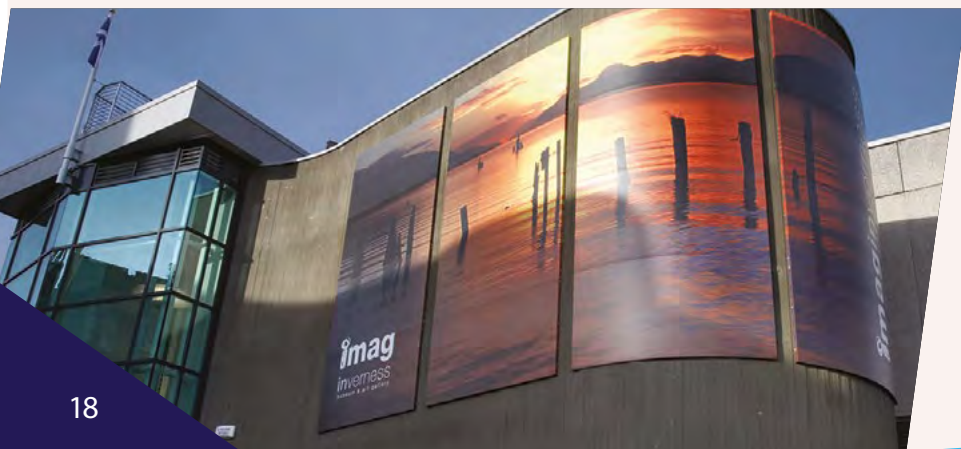
Introducing Learners to HLH Services

The HLH Adult Learning team is keen to raise the profile of literacies learning and make it easier for adult learners to take advantage of all HLH services.

The team has been using a range of activities throughout 2018 to introduce learners to services in or close to the learner's own environment. Through activities such as visits to the high street, leisure facilities, libraries and museums, learners have been encouraged to make use of public facilities and attractions on their own.



During Adult Learners' Week, a short course at Inverness Museum and Art Gallery was offered to learners, led by an adult literacies tutor and supported by the community engagement officer at Inverness Museum and Art Gallery, Alison Partfitt. Learners had the opportunity to handle objects and photographs, explore what culture and heritage means to them personally, and create written responses as a group and individually. Alison led a short session exploring museum curation and learners contributed to making a display of work in the Community Gallery. A similar session was also offered in HMP Inverness for prisoners.



Adult Learning | Ionnsachadh inbheach

Digital

Developing Digital Literacy

To be able to participate fully in 21st century Scottish society, people need to be able to access and use technology and the internet. To assist people who have a lack of skills and confidence in using digital technology, Adult Learning Coordinator Nina Mackay and Leisure Supervisor Craig Edwards from the East Caithness Community Facility helped raise awareness with High Life Highland colleagues about the challenges people may face when using digital devices to access our services.

With the support of the Mhor Collective, One Digital - Digital Champions Training was offered to volunteers who support adult learners and customer service assistants who work within East Caithness Community Facility. The training highlighted areas of digital use and literacy that might be challenging for people who have digital or literacy issues.



Museums and Attractions | Taighean-tasgaidh

Best Year Yet - Highland Folk Museum

Visitor Numbers Increase Again!

Staff at the popular Highland Folk Museum are delighted to report that the visitor attraction has had its best season yet! With a record breaking 76,854 visitors in their seven month season, up 10% from 2017, together with donations and guide book sales of over £209,000, it has been the most successful year to date for the museum.



Over the season there were 44 days of special events, an increase of more than a dozen on the year before. The extended events programme and increased footfall were contributing factors for a significant rise in income in both the museum café and shops. As High Life Highland is a charity, this welcome increase will be put to good use in supporting delivery of museum services across the organisation. Preparations have already started for the 2019 season and we are looking forward to seeing you all at the Highland Folk Museum next year!



Museums and Attractions | Taighean-tasgaidh

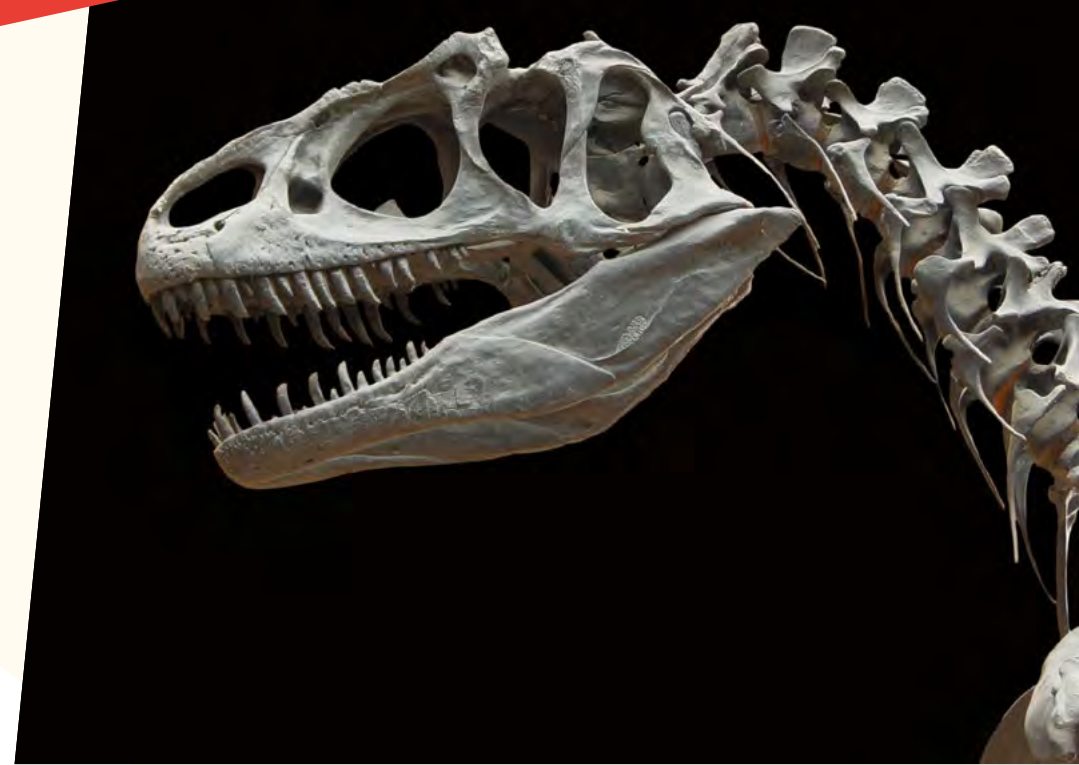
In the Footprints of Dinosaurs

The Dinosaurs are Here

Did you know that dinosaurs used to roam Scotland? Recent discoveries of 150-million year-old fossil footprints near Inverness have shown that dinosaurs literally lived in our back gardens! Follow the footprints through the museum from those earliest fossils, which gave rise to dinosaurs as we know them, to the most recent and exciting dinosaur discoveries from the UK.

The dinosaur exhibition opened at Inverness Museum & Art Gallery on Saturday 24 November and the exhibition is open until Saturday 2 February. At the opening weekend, visitors were treated to a spectacular display of life-size replica casts, fossilised bones, teeth, talons and animations, including one of a plesiosaur as the Loch Ness Monster. 100 people visited the exhibition in the first hour of opening and over 600 visitors came to the museum on the first day!

The exhibition includes objects loaned from Staffin Dinosaur Museum, Skye; Perth Museum & Art Gallery and Bespoke Scientific. Animations were created by Brendan Body at Dundee University.



The project has attracted funding of £15,500 from Inverness Common Good Fund.

There are plenty of activities for young people and adults to get involved such as the recent talk by Dr Neil Clark, Curator of Palaeontology at the Hunterian Museum on Dinosaurs from Scotland's Jurassic Isle and a day where young people made their own dino bath bombs at the museum! Check out the website for further Dino Detectives and other activities. www.highlifehighland.com/dinosaurs

Archives | Tasglannan

Around The Archives

Celebrating the Archive Service

It's been a busy few months across Highland Archive Service. We have welcomed visitors from across the world, helping them to trace their family history or to use our collections to further their knowledge about a multitude of other subjects. We have also run an extensive and diverse programme of exhibitions, classes and events over the past few months, working with a variety of groups, schools and individuals to spread the word about the amazing collections we care for.

On 13th October, over 130 people attended "The History of Highland Healthcare", an event hosted by the Highland Archive Centre to mark the 70th anniversary of the NHS. A packed audience listened with interest to speakers David Alston, Jim Leslie and Steve Leslie (seen with Highland Archives' Community Engagement Officer, Lorna Steele)

before looking at a diverse display of documents relating to nursing, hospitals and other aspects of healthcare in the Highlands. We are grateful to NHS Highland for their support of this event.

As part of the First World War centenary events Highland Archive Centre worked with pupils at Inverness High School and Bishop Eden's Primary to produce pieces of creative work inspired by two of the men who appear on St Andrew's Cathedral's Roll of Honour, which were then displayed at Inverness Cathedral.....



Archives | Tasglannan

Around The Archives

On the same theme, Skye and Lochalsh Archive Centre was invited (by the local Community Association) to take the WW1 exhibition – An Cogadh Mòr over to Raasay for an event which featured archive displays from our collections, including school log books, maps, photographs and newspaper articles as well as a poppy-making workshop and the World War I song performed by Raasay School pupils.

Staff at Nucleus worked in partnership with Generations Working Together, Wick Voices, and pupils and teachers from Wick High School on the first in a series of activities planned to bring generations together to talk about life, work and fun, using archive documents as inspiration for conversations. Wick Voices recorded a number of conversations which will be hosted on their website. This was followed by a series of 5 classes for the Caithness “Let’s Get On With It Together” group (LGOWIT). The first class was an introductory “Archive 101” with subsequent classes focusing on family history, social history and some of the collections we hold. The classes have been such a success

that we are already drawing up plans for another set, open to the public, in the spring.

Meanwhile at Skye and Lochalsh Archive Centre; we ran a series of local history classes in collaboration with High Life Highland’s Adult Learning Service. The classes encouraged participants to follow their own research by delving into the archives, with staff support on hand to provide digital skills training with iPads and laptops, demonstrating the wide range of online resources which are also available. The classes were oversubscribed and we hope to offer them again in the New Year.



Archives | Tasglannan

Lochaber Archive Centre Reopens

New Home For Lochaber Archives

The Archives service is delighted to announce that the move to new premises in Alexander Ross House is now complete and Lochaber Archive Centre is once again open to the public. The official reopening of Lochaber Archive Centre took place on the 19th September, on the same day as the opening of neighbouring building, Charles Kennedy House. It was a great pleasure to welcome around 60 people that day to view a display of documents from our collections and see into our new strongroom.

This was followed, on 19th November, by “Lochaber during World War One”, an event held to mark the centenary of the Armistice. Visitors spent time looking at a display which told the story of both the Lochaber Home Front (using police occurrence books, Town Council minutes and school log books) and the stories of some of those who left Lochaber to fight in the conflict.

We are also delighted to welcome our new member of staff, Eilidh MacColl, who will be based at Lochaber and look forward to sharing our collections with her and learning from her extensive local knowledge! Further information about Eilidh, and the staff at all four of our archive centres can be found at highlifehighland.com



Libraries | Leabharlannan

Bookbug

Gifting Bookbug in Neo-natal Intensive Care Unit (NICU)

For some families the NICU is their baby's first home. High Life Highland Libraries staff want to ensure that this experience is as rich and rewarding in terms of shared reading, early bonding and attachment and the other known benefits of the Bookbug Programme as possible.

To support this we recently spent time with the NICU team in Raigmore delivering Bookbug training to a range of Neo-natal staff including nurses, physiotherapists and consultants.

Families in the NICU in Raigmore should now be able to access their Bookbug Baby Bags during their stay and should receive support from staff to make the most of the brilliant resources.

The Bookbug programme encourages parents to sing and read with babies at an earlier age than they may actually have considered. It also encourages positive parent-child interaction, participation in fun activities and increases



awareness of the many developmental benefits of introducing wee ones to music, songs and rhymes from birth.

Bookbug Bags are free and full of brilliant books and goodies for you to share with your child. Bags are given to every child in Scotland, from birth to Primary 1. Your child will receive four bags in total: Baby Bag, Toddler Bag, Explorer Bag and the P1 Family Bag. There are also Gaelic versions of each bag available. Please contact your local library for more information.

Experience the latest interactive tech in libraries!

'Technobots' sessions offer customers the chance to experience state of the art technology at their local library. Take control of app-enabled droids with a smartphone or tablet with connected play on 'Sphero'. Control robots with an app with predefined commands and customisable coding.

Race real robotic super cars with 'Anki Overdrive', the world's most advanced battle racing game. Each Supercar is a self-aware robot driven by artificial intelligence. Customise your cars weapons and build new tracks to compete against your friends or the computer.

Run a pizza shop or paint a masterpiece with 'Osmo' interactive educational games. Osmo combines games software with hands-on play to help young people develop numbers and words skills, creativity and basic coding.

Look out for 'Technobots' events at your local library near you in 2019.

Discover free digital content with Highland Libraries!

High Life Highland Libraries offers everyone the chance to experience the latest digital content and technology, including access to free digital content online as well as take part in exciting interactive tech events in libraries.

Got a new mobile device for Christmas? Download FREE eBooks and Audiobooks, read popular Magazines or get your favourite newspapers free to your tablet, smartphone, and PC.

Simply click below and have your High Life card handy to sign up at <https://www.hIGHLIFEhighland.com/libraries/>



Arrivals and Departures

A' Tighinn agus a' Fàgail

Arrivals

Allan Craig	Music Instructor (Pipe Band Drumming)	Skye & Lochalsh
Andrew Lucas	Library Assistant (P/T)	Inverness Library
Andrew Ramsay	Leisure Assistant 1	Inverness Leisure
Barbara Revington	Adult Learning Support Worker	Invergordon Arts Centre
Ben Bruce	Active Schools Co-ordinator	Lochbroom Leisure Centre
Craig Brown	Leisure Assistant (Dry)	Lochaber High School
Darina Kelly	Library/Service Point Assistant	Grantown Library
David Shaw	Active Schools Coordinator	Auchtertyre
Diane Hunter	Cashier/Receptionist	TRACC
Donald Macpherson	Outdoor Education Officer	Queens Park Office
Douglas Farquhar	Community Works Operative 3	Highland Folk Museum
Emmerleigh Barter	Leisure Assistant (Wet)	Thurso Swimming Pool
Evan Balfour	Library Assistant	Gairloch Library
Fraser Thomson	Assistant Youth Worker	Inverness High School
Gosia Ciszewska	ICT Senior Officer (Leisure)	Inverness Botanic
Helen Haslam	Library Assistant	Beaully Library
Isla Campbell	Leisure Assistant (Wet)	Fingal Centre
Jane Ivetic	Adult Education Coordinator	Camaghael Hostel, Fort William
Jessica Bates	Musician in Residence	Inverness

Arrivals

Jonathan Aitken	Leisure Assistant	Culloden Academy Leisure Centre
Laura MacIver	Leisure Supervisor	Leanaig Centre
Leanne Johnson	Leisure Assistant 1	Inverness Leisure
Lesley Mann	Cashier/Receptionist	Black Isle Leisure Centre
Mark McKerral	Outdoor Education Officer	Queens Park Office
Michael Paton	Leisure Assistant 1	Inverness Leisure
Natalia Kakol	Catering Assistant	Inverness Leisure
Niamh Macaulay-Wilson	Leisure Assistant 1	Inverness Leisure
Paul Davidson	Leisure Assistant 1	Inverness Leisure
Roderick MacRae	Leisure Assistant	Poolewe swimming pool
Ruairidh Macartney	Leisure Supervisor	Poolewe Swimming Pool
Sally Hughes	Library Supervisor	Fort William Library
Samuel Worthing	Leisure Assistant 1	Inverness Leisure
Shelly Clyde	Assistant Youth Worker	Alness
Stephanie Wemyss	Caretaker/Steward	Fortrose Town Hall
Steven Archer	Leisure Assistant 1	Inverness Leisure
Victoria Hayden	Play Worker	Averon Centre

Arrivals and Departures

A' Tighinn agus a' Fàgail

Departures

Alison Martin	Active Schools Co ordinator	Kinlochleven Primary School
Andrew Waite	Catering Assistant	Inverness Leisure
Brodie Clark	Youth Support Officer	TRACC
Cahal Docherty	Leisure Assistant	Culloden Academy Leisure Centre
Callum Galloway	Leisure Assistant 1	Inverness Leisure
Calum More	Community Works Operative 3	Inverness Botanic Gardens (Floral Hall)
Catriona Calder	Leisure Assistant (Dry)	Craig MacLean Leisure Centre
Charlene O'Hara	Play Worker	Averon Centre
Christian Gudgeon	Library Assistant	Gairloch Library
Claire Potter	Clerical Assistant 1	Inverness Leisure
Daniel Steele	Active Schools Coordinator	Auchtertyre
Derek Morrison	Library Assistant/Mobile Driver	Gairloch, West Ross Mobile Library
Duncan Macrae	Leisure Assistant (Wet)	Sutherland Swimming Pool
Dylan Katus	Leisure Assistant 1	Inverness Leisure
Elizabeth Mackay	Leisure Assistant (Wet)	Thurso Swimming Pool
Fiona Haycock	Tutor/Coach	Lochaber Leisure Centre
Gary Nimmo	Music Instructor	
Hannah Brook	Leisure Assistant 1	Inverness Leisure
Helen Pickles	Documentation Assistant	Highland Folk Museum, Newtonmore
Hilary Fielding	Music Instructor	

Arrivals and Departures

A' Tighinn agus a' Fàgail

Departures

Holly Ross	Leisure Supervisor	Leanaig Centre
Jake Fraser-Lee	Leisure Assistant 1	Inverness Leisure
Joanna Sawicka	Catering Assistant	Inverness Leisure
John MacIver	Leisure Assistant (Wet)	Lochaber Leisure Centre
Kenny Beaton	Active Schools Co-ordinator	Lochbroom Leisure Centre
Kirsten Petrie	Youth Development officer	Glenurquhart High School
Lauren Reid	Tutor/Coach	Lochaber Leisure Centre
Lewis Fraser	Leisure Assistant 1	Inverness Leisure
Lynsay Macdonald	Leisure Supervisor	Badenoch Centre
Madiha Rasul	Catering Assistant	Inverness Leisure
Mairi Kennedy	Library Assistant	Portree Library
Maria Roberts	Youth Convenor	HLH Office, Ardross St, Inverness
Martyn Maclean	Trainee Records Officer	Highland Archive & Registration Centre
Mhairi Docherty	Leisure Assistant	Nairn Leisure Centre
Mhairi Jarvie	Archive Assistant	Highland Archive and Registration Centre
Michelle Adams	Archive Steward/Receptionist	Nuclear & Caithness Archive, Wick
Nancy Chambers	Outdoor Education Officer	Queens Park Office
Niamh Docherty	Leisure Assistant	Nairn Leisure Centre
Nicola Mackenzie	Active Schools Coordinator	Fortrose Academy
Patricia Gillespie	Community Works Operative 3	Inverness Botanic Gardens (Floral Hall)

Arrivals and Departures

A' Tighinn agus a' Fàgail

Departures

Pauline Campbell	Leisure Supervisor	Averon Leisure Centre
Rachael Thomas	Assistant Conservator	Highland Folk Museum, Newtonmore
Rainer Zabel	Leisure Assistant 1	Inverness Leisure
Robert Black	Adult Learning Support Worker (Offender Learning)	Spectrum Centre
Robin Forrest	Network Librarian	Inverness High School
Ruaridh Macdonald	Leisure Assistant	Culloden Academy Leisure Centre
Ruth Kerr	Leisure Assistant (Wet)	Lochaber Leisure Centre
Ryan MacLean	Leisure Assistant 1	Inverness Leisure
Samantha Hercher	Library Assistant	Beaully Library
Sandra MacLean	Library Supervisor	Fort William Library
Shirley Mackintosh	Cashier/Receptionist	Inverness Royal Academy
Sonja Pollock	Tutor/Coach	Lochaber Leisure Centre
Struan Ross	Leisure Supervisor	Leanaig Centre
Timothy Allan	Active Schools Coordinator	Millburn Academy
Will Manners	Outdoor Education Officer	Queens Park Office

Internal Moves A' Gluasad Suas

	From:	To:	
Aaron McDonald	Relief Leisure Assistant	Leisure Assistant (Wet)	Invergordon LC
Aiden Dunkley	Temp Leisure Assistant	Leisure Assistant (Wet)	Invergordon LC
Alison Callanan	Relief Tutor/Coach	Leisure Assistant (Wet)	Culloden LC
Allan Macphee	Relief Tutor/Coach	Leisure Supervisor	Culloden LC
Allen Mackenzie	Various leisure posts	Leisure Supervisor	Craig Maclean
Anna Kula	Leisure Assistant (Dry)	Leisure Assistant	Inverness Leisure
Anna Stewart	Sessional Youth Worker	Temp Youth Support Officer	TRACC
Beth Robertson	Relief Leisure Assistant	Leisure Assistant (Wet)	Lochaber LC
Brenda Seatter	Sessional Youth Worker	Trainee Youth Worker	Glenurquhart HS
Deanna Lundie	Leisure Assistant (Wet)	Active Schools Co-ordinator	Fortrose
Emily Stewart	Leisure Supervisor	Senior Leisure Assistant	Inverness Leisure
Eoghan McArthur	Relief Leisure Assistant	Leisure Assistant (Wet)	Lochaber LC
Erin Lee	Relief Leisure Assistant	Leisure Assistant (Wet)	Inverness Leisure
Ewan Bradley	Relief Leisure Assistant	Leisure Assistant	Inverness Leisure
Finlay Beattie	Relief Leisure Assistant	Leisure Assistant (Wet)	Invergordon LC
Finlay McBain	Various relief leisure posts	Leisure Supervisor	Badenoch LC
Fiona Borland	Relief Library Assistant	Library Assistant (School Hols only)	Kinlochleven Lib

Internal Moves A' Gluasad Suas

Fiona Paul	Various leisure posts	Leisure Supervisor	Leanaig Centre
Gemma Sutherland	Archive Assistant	Assistant Youth Worker	Wick
Georgia Brown	Sessional Youth Worker	Leisure Assistant (Wet)	Lochbroom LC
Helen Cairns	Trainee Youth Development Officer	Qualified Youth Development Officer	Golspie
Ilana Paterson	Relief Leisure Assistant	Leisure Assistant (Wet)	The Final Centre
Innes Lowe	Relief Leisure Assistant	Leisure Assistant (Wet)	Puffin Pool
James Dalton	Relief Mobile Library Assistant/Driver	Temp Mobile Library Assistant/Driver	Brora
Jenny Cowan	Leisure Assistant	Leisure Supervisor	Alness SP
Jo Tunstall	Temp Accountant	Principal Accountant	Ardross Street
John West	Principal Library Manager	Head of Culture (secondment)	Ardross Street
Kara Gillespie	Trainee Youth Development Officer	Qualified Youth Development Officer	Kinlochleven HS
Karly Ferguson	Relief Leisure Assistant	Leisure Assistant (Wet)	TRACC
Kirsty Ewen	Various Sport post	Disability Sport Officer	Ness House
Kyle Graham	Relief Leisure Assistant	Leisure Assistant (Wet)	Dingwall LC
Kyle Mackay	Relief Leisure Assistant	Temp Leisure Assistant (Wet)	Invergordon LC
Laura Maciver	Various relief leisure posts	Leisure Supervisor	Leanaig Centre
Lauren Chisholm	Various relief leisure posts	Leisure Assistant (Wet)	TRACC

Internal Moves A' Gluasad Suas

Lee Beckwith	Various leisure posts	Leisure Supervisor	Craig Maclean
Liam Mackenzie	Relief Leisure Assistant	Leisure Assistant (Dry)	James Cameron
Louise Rose	Trainee Youth Development Officer	Qualified Youth Development Officer	Dingwall
Lynn Strachan	Relief Library Assistant	Library Assistant	Portree Library
Mairi McArthur	Relief Leisure Assistant	Leisure Assistant (Wet)	Lochaber LC
Maree Steadman	Various leisure posts	Leisure Supervisor	Thurso LC
Megan Sutherland	Various relief leisure posts	Leisure Assistant (Dry)	Raigmore CC
Megan Sutherland	Various leisure posts	Leisure Assistant (Wet)	Sutherland SP
Mollie Lisle	Relief Leisure Assistant	Leisure Assistant (Wet)	Culloden LC
Neil Johnston	Principal Accountant	Finance Manager	Ardross Street
Rebecca Maclean	Youth Worker	Active Schools Co-ordinator	Kinlochleven High
Rhys Campbell	Relief Youth Worker	Youth Development Officer (Trainee)	Alness
Sam Worthing	Relief Tutor/Coach	Leisure Assistant	Inveness Leisure
Siobhan Templeton	Relief Leisure Assistant	Leisure Assistant	Inverness Leisure
Stephanie Macleod	Leisure Assistant	Senior Leisure Assistant	Inverness Leisure
Tamara Ferguson	Caretaker	Cleaning Operative 2	Invergordon Toilets

Internal Moves A' Gluasad Suas

Tayllur Mackenzie

Leisure Assistant

Leisure Assistant (Wet)

Invergordon LC

Zuzanna Appel

Relief Library Assistant

Library Assistant

LSU, Inverness